SYNOPSIS

ON

Role of Skill Development Program on Capacity Building of Workers in Garment Manufacturing Sector of Irba, Ranchi.

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Name of supervisor

Dr. Kiran Kumari

Associate Professor

University Department of Home Science

Ranchi Unvirserty , Ranchi

Name of candidate

Maya Rani

(Research Scholar)

Role of skill development program on capacity building of workers in garment manufacturing sector

State of The Art: India is known for its strong demand for clothing and its ability to compete globally in selling clothes. The country has lot of raw materials like cotton and polyester, and it can make large amounts of fabric. This helps the clothing industry grow. In 2019, India's domestic market for clothes was worth $68 billion and has been increasing about 9% each year for the last five years. (Verma, 2021) Jharkhand, a state in India, has great potential to bring investments in the production of textiles and clothes. This is because it has good policies for textiles, new infrastructure being built, lots of workers, and a government that responds quickly to needs. These things together make India strong in selling clothes within and to other countries worldwide. (*Equipping Garment Factory Workers With Soft Skills to Face Future of Work Challenges*, 2022)

In the contemporary global economy, increased competition necessitates a workforce with advanced skills to efficiently navigate tasks and enhance overall value chain efficacy (Government of India, 2009). Technological advancements and escalating job complexity exacerbate the demand for skill-intensive roles(Maclean, 2013). Developing nations like India face pronounced challenges in attracting foreign investment and fostering economic growth due to deficiencies in skilled labour (Government of India, 2009). The textile sector is the second largest sector in India after agriculture. Skill development programs are crucial in the garment manufacturing sector as they help workers improve their skills and living conditions through vocational training, ensuring competitiveness in the global market This includes those in organised and unorganised sectors, such as handlooms, power looms, sericulture, wool and khadi. (Maclean, 2013).

These programs empower workers by teaching them valuable skills that make it easier to find jobs. For example, according to the National Skill Development Corporation (NSDC), training increases the chances of getting hired by 15% to 25%. This leads to better incomes and a higher standard of living for workers and their families. Additionally, these programs often focus on helping groups like women and people in rural areas, promoting fairness and giving them more power. Countries can encourage economic growth and innovation by investing in people's skills because skilled workers can be more productive and create new

ideas. Overall, these programs help communities become stronger and improve the economy and society as a whole. (Sambhav Foundation, n.d.)

Skill development programs play a crucial role in enhancing the capabilities of workers, particularly in the garment manufacturing sector. Skills encompass both complex (technical) and soft (personal) abilities, each indispensable for workplace success (Rao, 2010). The National Skill Development Corporation classifies skills into four levels based on training duration and complexity, ranging from semi-skilled to highly specialized roles necessitating extensive experience or advanced degrees.

Job satisfaction and the challenges faced by men and women in the garment manufacturing sector are strongly linked to welfare facilities. Key factors such as experience, education level, and salary significantly affect job satisfaction. Training and development have a high correlation with job satisfaction, while facilities show a lower correlation. Demographic factors like age and gender do not significantly impact employee welfare, but job type, experience, and salary do. Better welfare facilities lead to higher job satisfaction, and satisfied employees tend to stay longer and be more productive. In the garment industry, enhancing welfare facilities and job satisfaction components is crucial. (Beloor et. al. 2020)

Pradhan Mantri Kaushal Vikas Yojana under the National Skill Development Corporation (NSDC) was launched by Prime Minister Narendra Singh Modi on 15th July 2015, marked as World Youth Skills Day, to provide various skills to 1 Crore youth of the country by 2022 with an outlay of Rs 12,000 crores. A key part of this campaign is the Pradhan Mantri Kaushal Vikas Yojana (PMKVY), which provides meaningful, industry- relevant training to the youth. Trainees receive government certification and monetary rewards upon completing the training, helping them earn money and improve job security. Over the last two decades, the Indian government has implemented several large-scale vocational education, training, and skill development programs to boost youth employment and earnings. Evaluating the impact of PMKVY, particularly in regions like Gwalior, is crucial to understanding its role in enhancing youth productivity and supporting anti-poverty efforts (Agrawal & Thakur, 2019).

National Skill Development Corporation (NSDC) , the third tier of the institutional set-up was established in early 2008. The scheme focuses on increasing employability in these areas by providing relevant skills and ensuring the training programs are flexible enough to adapt to changing industry requirements.

Deen Dayal Upadhyay Kaushal Kendra (DDUKK) project, run by the All India Institute of Local Self-Government under the Skill India initiative, aims to develop and implement skill training programs in Jharkhand and other states. Focused on empowering youth with dedicated training, the project operates Mega Skill Centres in Pundag and Deoghar, Jharkhand. These centers offer top-notch training facilities, including modern equipment which are accredited under the National Skill Development Corporation (NSDC). This initiative is particularly appropriate for the garment industry, ensuring youth receive the necessary skills to succeed.

Deen Dayal Upadhyaya Grameen Kaushalya Yojana (DDU-GKY) aims to skill rural youth who are poor and provide them with jobs that pay at least the minimum wage. It is part of the Ministry of Rural Development's efforts to promote rural livelihoods under the National Rural Livelihood Mission (NRLM). The Roshni initiative, launched on June 10, 2013, targets youth in the 27 most critical Left-Wing-Extremism-affected districts across nine states. Key features include a mandate that 40% of trainees be women and priority coverage for Particularly Vulnerable Tribal Groups (PVTG). For the garment industry, this means targeted efforts to train rural youth, including women and vulnerable groups, in relevant skills, offering them sustainable jobs in this sector.

Sewing Machine Operators (SMO) also known as Stitchers or Machinists, their main job is to sew fabric, synthetic materials, or fur to make apparel. Self-Employed Tailors (SET) are skilled in making customized dresses, taking measurements, cutting fabric, sewing with ordinary machines, and performing alterations to ensure proper fit for customers. Both roles are vital to the apparel sector, contributing significantly to garment production and customization.

Gaurav, (2024) Today, in the industrial landscape, skill gaps hinder progress; due to a critical shortage of skilled workers, manufacturing companies need help to meet production targets and maintain quality standards. This challenge underscores the urgent need for comprehensive workforce development. By implementing targeted training programs, companies can significantly enhance worker capabilities, leading directly to higher productivity and more significant innovation. These improvements are crucial for maintaining a competitive edge in the global market, enabling businesses to meet complex demands and adapt to evolving industrystandards more effectively.

ILO, (2022) In April-May 2022, the International Labor Organization (ILO) organised a series of soft skills training sessions for garment factory workers in Sukoharjo, Boyolali, and Jepara, Central Java, to help them adapt to the evolving digital and automated job market. These sessions aimed to enhance skills such as teamwork, communication, critical thinking, and integrity, based on the 2020 ILO report highlighting the importance of these skills. Supported by the Ministry of Manpower, industry partners, and projects funded by the Government of Japan and Fast Retailing Co. Ltd., the training involved 150 workers from three garment factories. The initiative aims to improve worker productivity and resilience, especially among women and young workers, and to develop a responsive skills training system in Indonesia. The training modules, which include entrepreneurship, technical, and soft skills, are also available online through the Ministryof Manpower's training website.

Vatana et al., (2021) Individual training also provides employees ample opportunities to move to other occupations with high demand. Similarly, employers can offer internal trainingto re-skill an over-supply of employees in particular positions to fit them to occupy others with a labour shortage. This will reduce skills mismatch within firms.

Quang, Pimpa, and Burgess (2020) This study examines the collaboration between vocational education institutions and the garment industry in Vietnam, identifying significant gaps and challenges in skill development for workers. Through 54 semi-structured interviews with key stakeholders, the research reveals two primary issues: the lack of training programs for frontline managers and the inadequacy of the curriculum to meet industry needs. The absence of systematic training for managerial roles and the outdated, academically oriented curriculum result in ill-prepared graduates for the practical demands of the workplace. The

study recommends enhancing curriculum development in consultation with the industry, increasing government support for ongoing training, and fostering stronger partnerships between TVET institutions and industry players to bridge these gaps. By addressing these challenges, the study concludes that TVET institutions can better equip the workforce with the necessaryskills to meet the evolving demands of the garment manufacturing sector.

Chenoy et.al, (2019) This chapter explores India's approach to fostering a conducive environment for modern manufacturing and preparing its workforce for future industrial demands. Given the challenges of absorbing a growing labour force into the service sector, the focus must shift to boosting manufacturing growth. The 'Make in India' initiative aims to create 100 million jobs by 2021, envisioning the transformation of India into a global manufacturing hub. This ambitious program seeks to invigorate the economy and expand employment opportunities. To support 'Make in India', the government has launched complementary policies such as 'Skill India' and 'Digital India', aiming to equip the workforce with the necessary skills and digital literacy. These efforts target the existing skill gap in various manufacturing sectors, which is becoming more pronounced with the advent of new- age technologies.

Launched in 2017–18, the Samarth - Scheme for Capacity Building in the Textile Sector (SCBTS) is a redesigned skilling initiative. The entire textile value chain, except for spinning and weaving, which have been combined under the Pradhan Mantri Kaushal Vikas Yojana (PMKVY) programme of the Ministry of Skill Development & Entrepreneurship, is covered by Samarth's demand-driven placement-oriented skilling programme that complies with the National Skill Qualification Framework (NSQF) and supports industry efforts to create jobsin the organised textile and related sectors. **(*Under Samarth Scheme for Capacity Buildingin Textiles, 183844 Workers Trained Across 1880 Centers: Govt,* 2023)**

Joshi & Pandey, (2018) The topic of skill development in India is relevant from both the supply and demand perspectives. Creating jobs is undoubtedly difficult, considering the number of people entering the workforce yearly. From the perspective of the supply side, the main problem is the workforce's employability because of a variety of factors, including low educational attainment, a dearth of training opportunities, insufficient skill development, problems with quality that lead to a mismatch in skill requirements, and a negative perceptionof vocational skill development in comparison to formal education. These have

unintentionally led to a lack of skills and increased unemployment. Therefore, two important areas of concern nowadays are employment and employability.

Srivastava, (2016) On July 15, 2015, the Ministry of Skill Development & Entrepreneurship introduced a skill training programme costing Rs. 1500 crore. An estimated 24 lakh people will receive training under the programme, which will be run by the National Skill Development Corporation (NSDC). A target group of school dropouts will undergo Third Party Assessment, and training will be conducted by the Sector Skill Councils in accordance with National Occupational Standards. The expectations of the government's key initiatives, such as Made in India, Swachh Bharat, Digital India, Solar Mission, etc., would be met via training. Trainees who successfully complete skill courses administered by affiliated training providers will get financial rewards under the plan.

Hearle, C., (2016) The dimensions of the work environment that tend to make it "softer", such as job satisfaction and everyday conduct at work, could be improved by focusing on training direct supervisors rather than indirect supervisors. The reason behind this is that a direct supervisor can interact with employees. When indirect supervisors are trained, the beneficial effects of employee job satisfaction are strengthened due to the training of direct supervisors. An explanation for these can be offered: first, they help workers realise that their productivity has increased and thus enhance their level of job satisfaction; secondly, when their immediate superior also supports them, direct supervisors find it easier to employ the knowledge gained during training sessions.

Prakash, (2016) The most crucial factor in the nation's progress is the advancement of skills. All the agencies, stakeholders, and students must work together in unison for the program to be effective. If the initiatives successfully reach a wider audience, the job situation in the nation will change. India must maximize its "demographic dividend" to benefit the nation. Supplying the trained labour force domestically would boost the nation's economy and the "Make in India" initiative.

Sharma & Sethi (2015) India's rapid economic growth and increased demand for quality services highlight the urgent need to enhance the skill sets of its young population. Despite efforts in education and training, a significant shortage of skilled workers remains. This study examines the skill gap in India, identifying challenges such as inadequate infrastructure, poor

industry interface, low student enrollment in vocational training, lack of standardized curricula, high training costs, and insufficient career counselling. It proposes solutions including better evaluation of training institutes, conducting skills surveys to align training with industry needs, raising awareness about training opportunities, and providing financial incentives to improve training quality. The paper emphasizes the critical need for collaborative efforts to create a skilled workforce to bridge the skill gap and sustain economicgrowth.

Saini (2015) states that developing skills is also essential for India in terms of demographics and socioeconomics. A multifaceted and highly effective skill development system is necessary if the economy grows at 8% to 9%, with the planned growth rates for the secondary, tertiary, and agricultural sectors being 10%, 11%, and 4%, respectively. Furthermore, India's demographic advantage—a greater growth rate of people of working agerelative to the country's overall population—means that it will inevitably contribute to the global labour pool. India is uniquely positioned to grow its share of the global outsourcing business from its existing level of about 37% because of growing globalisation and the rise ofdigital presence. Therefore, the workforce needs to enhance its skills in light of this situation. Therefore, it is crucial to assess present skill levels, identify the main roadblocks to skill development programmes and consider potential solutions before beginning any programme.

According to **Kapur(2014)** The idea of skill development has gained a lot of traction in India, where several initiat**i**ves are being developed to spread its awareness among people living in both urban and rural regions. In addition to vocational training centres, the organisations that have developed strategies for skill development among individuals include NSDCB and NSDC. The establishment of specific programmes, training facilities, and educational institutions has aided in the development of skills. There are many different types of talents, and in an organisational structure, it is crucial for management to cultivate leadership qualities in one another, including inspiring others, making decisions, and communicating effectively.

Arora & Mittal, (2011) Capacity building through cumulative learning, as elucidated by Cohen and Levinthal (1990) in their disces with customers, variety of ideas and other feedback received in host countries.

(Centre for Responsible Business & Aston India Centre for Applied Research, 2024) The garment industry, one of the largest global employers of low-skilled female workers, often overlooks soft skills training, focusing mainly on technical skills. In collaboration with Gap Inc., Shahi Exports implemented the Personal Advancement & Career Enhancement (P.A.C.E.) program to address this gap. Launched in 2007, P.A.C.E. provides holistic life- skills training to female garment workers, covering communication, problem-solving, health, and financial literacy. Shahi Exports has enrolled over 50,000 women in P.A.C.E. and aims to train 58,000 more by 2024. Evaluations show that P.A.C.E. significantly boosts productivity and retention, making participants more likely to seek skill development and save for their children's education. Despite initial challenges, the program has integrated into Shahi's culture, showing that investing in soft skills benefits both workers and businesses. This initiative, supported by Gap Inc., highlights the potential of soft skills training to empower female workers and enhance business outcomes.

Problems to be investigated

The aim of this proposed doctoral research is to study the role of skill development programs in building the capacity of workers in the garment manufacturing sector in Ranchi. The research will focus on assessing how these programs improve garment workers' skills, income, living conditions, and job satisfaction. It will also identify ongoing workplace issues, especially those related to gender, such as safety and career growth, and explore different barriers to ensure these programs benefit to all workers effectively.

Objectives of the Study

1. To study the socio economic of respondents working in the industries of Irba.
2. To assess the effectiveness of skill development programs in garment Industry.
3. To study and identify problems faced by men and women in the workplace within the garment industry.
4. To study about the requirement of job that is being fulfilled by garment industries.

Motivation - Skill development programs play a crucial role in building the capacity of workers in the garment manufacturing sector. They enhance technical skills, boost productivity, promote innovation, and contribute to the industry's overall development. These programs equip workers with the latest skills, enabling them to stay updated with technological advancements. A very important aspect related with garment industry is that it does not have any negative impact on environment . In today's world , environment is very sensitive issue worldwide we all are concerned with it for healthy living garment industry keeps on environment clear and pure.

In addition this industry is providing job to numerous people . People are getting job in their home unemployment is another big problem of our country , So all these factors motivate me a lot to work on this topic.

Research Questions

1. How well do skill development programs help workers to do their work smartly in the garment industry ?
2. How well do skill development programs improve workers' income and living conditions in the garment industry?
3. How well do skill development programs affect workers job satisfaction in the garment industry?
4. What workplace challenges do men and women face in the garment industry?

Research Design and Methodology

- Selection ofthe area – Irba , Ranchi
- Type of Study - A mixed-methods approach may be effective for researching the role of skill development programs in capacity building for garment manufacturing workers. Both quantitative data (surveys, performance metrics) and qualitative data (interviews, observation) will be used to gain a thorough understanding of the impact and effectiveness of the programs.

- Sampling – The sample size will be 200. Samples will be collected by purposivesampling method from three different companies , i.e

  Kishor Export , Matrix design , Sai Export , Shri Ganpati Creation (IRBA)

	Skilled
Matrix Design	50
Kishor Export	50
Sai Export	50
Shri Ganpati Creation	50

Variables

Independent variables:- Skill Development program e.g., Deen Dayal Upadhyay Kaushal Kendra (DDUKK) , Deen Dayal Upadhyay Grameen Kaushalya Yojna (DDUGKY)

Dependent variables:- Garment factories to choose from Ranchi. (e.g., Kishor export , Matrix Design , Sai Export , Shri Ganpati Creation) .

Sources of Data:-

Data Collection will be done from Kishor Export , Matrix Design , Sai Export , Shri Ganpati Creation (Irba).

Primary Data:- Primary Data will be collected by the use of Interview and Observation method.

Secondary Data:- Help of Secondary Data will also be taken from training manual guidelines , books journals , newspapers etc. In addition help of comprehensive materials covering various aspects of garments manufacturing will also be used.

Data Analysis :- The data will be analyzed by using both descriptive and inferential statistics to understand the variables affecting the garments manufacturing in Arvind mills and Kishor export and Orient Craft. All relevant information will be tabulated, and descriptive statistics such as percentages, means, ranges, standard deviations, and etc. will be used. All relevant information will be organized in tables and visualized with graphs and diagrams where needed.

Significance of the Study

Understanding the impact of skill development programs in the garment industry is important to empower workers, equipping them with the skills required for the emerging demands. These type of skill develop program contribute to enhance capability of the workers so that they can compete in Global as well as Local markets.

Insights gained from this research can guide organizations in improving their skill development initiatives, leading to improved productivity, efficiency, and overall performance. In addition policymakers can use the study's findings to shape policies that will support effective skill development programs.

Relevance of the Study

There is no question regarding relevancy of this topic . Today, the new generation is very conscious about their clothes . They like to see themselves as beautiful as possible and, because of that, the latest designs of garments are in big demand simultaneously , the old generation is also very bond of these clothes. People try to update themselves as much as possible and today the situation has reached to such an extent that people need different clothes for different occasions .Everybody is under the influence of western culture and they are trying more and more to wear western clothes and hence the market is in great demand. If seen from society's point of view, then this garment industry has provided a lot of employment for the public. Clothes are being produced in our country. Many people have got employment due to this. That is why the Indian government has opened a skill development program.

Contribution to Existing Knowledge

Identifying how skill development programs improve the workforce capabilities can provide insights into making the garment manufacturing sector more competitive globally.

Understanding specific skill gaps in the industry allows for targeted intervention, ensuring that training programs are changed to the real needs of workers and the sector.

Measuring the impact of skill development on productivity provides valuable data for companies that want to optimize their operations and increase overall efficiency.

Chapterisation

1. Introduction

2. Review of literature

3. Research methodology

4. Result and Discussion

5. Conclusion and suggestion

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